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ABSTRACT

This report consists of papers, commissioned by the Family Work Institute, by expert policy makers in the area of parental leave. The report consists of eight papers: (1) "The Impact of Childbearing on Employment" (James T. Bond); (2) "Fathers and Parental Leave: A Perspective" (Joseph H. Pleck); (3) Parental Leave and Productivity: The Supervisor's View" (Graham L. Staines and Ellen Galinsky); (4) "Turnover and Return on Investment Models for Family Leave" (J. Douglas Phillips and Barbara Reisman); (5) "The True Cost of Parental Leave: 'The Parental Leave Cost Model'" (Rebecca Marra and Judith Lindner); (6) "A Short History of Parental Leave Laws" (Michele Lord); (7) "Paid Temporary Disability Leave" (Meryl Frank); and (8) "Developing and Managing a Parental Leave Policy" (Margaret Meiers and Dana E. Friedman." The major purpose of the report is to consider the following: (1) how much time do new father and mother take off? (2) What is the best way to plan for a parental leave, and how does an employer ensure that the work will still get done? (3) How can a manager allow for parental leave, lessen work disruption, and guarantee that the employee will return to work after the leave? (4) What are the costs of allowing an employee to take leave versus replacing a pregnant employee? and (5) What is the most effective way to create, implement, and communicate a leave policy? Approximately 46 tables are included. Contains 33 references. (JW)

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